

From: Gaby, Deborah <[REDACTED]>
Sent: Tuesday, 22 September 2020 2:03 PM
To: State Service Review
Subject: Consultation on Review of State Service

Good afternoon,

I wish to make some informal comments for consideration in this review subsequent to the COVID-19 pandemic and its implications for staff resources.

- The 'new normal' for staff attendance at their place of employment is now governed by the presence of fever, respiratory symptoms, headache or feeling unwell, and this has significant ramifications for staffing levels, especially in healthcare. The number of staff actually available to work in the post-COVID-19 workplace are significantly less and a greater number of employees is required to fill the gaps caused by increased sick leave. If this does not occur, existing staff will continue to work overtime or double shifts and risk becoming unwell. Patient safety risks are increased when staff are fatigued.
- Hospitals in Tasmania have long relied on locum and agency staff in the absence of successfully recruiting to permanent positions. The overnight closure of the Mersey Community Hospital Emergency Department and subsequent pressure on other Emergency Departments is not acceptable as a long-term strategy. I would ask that the Government pursue all avenues to enable and attract senior staff to Tasmanian hospitals, whether through salaries, tax zoning, advancement opportunities, scholarships, resource-sharing or other initiatives, in order that Tasmanian residents are able to be provided with safe, accessible and effective healthcare.

Thanks,

Debbi Gaby

Senior Adviser, Quality & Patient Safety,
[REDACTED]

Work days: Mon, Tue, Thu, Fri

The THS acknowledges and respects all community members and the culture and values of all Aboriginal & Torres Strait Islander peoples



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